

Message

**From:** **Ex. 6 Personal Privacy (PP)**  
**Sent:** 5/27/2021 4:35:21 PM  
**To:** Fehrenbacher, Cathy [Fehrenbacher.Cathy@epa.gov]; Le, Madison [Le.Madison@epa.gov]; Siciliano, CarolAnn [Siciliano.CarolAnn@epa.gov]; Hughes, Hayley [hughes.hayley@epa.gov]; Lalla, Sterling [lalla.sterling@epa.gov]  
**CC:** Grifo, Francesca [Grifo.Francesca@epa.gov]; Hawkins, Belinda [Hawkins.Belinda@epa.gov]; Hartman, Mark [Hartman.Mark@epa.gov]; Freedhoff, Michal [Freedhoff.Michal@epa.gov]; Ruk, Lori [Ruk.Lori@epa.gov]; Keigwin, Richard [Keigwin.Richard@epa.gov]; Andrea Medici [andrea@nteu280.org]; Regan, Michael [Regan.Michael@epa.gov]; OIG Hotline [OIG\_Hotline@epa.gov]  
**Subject:** RE: Careless errors, inappropriate messages, poor communication, ostracism, and possible Hatch Act violation  
**Attachments:** **Ex. 5 Deliberative Process (DP)**

Dear All,

Can I get a status update on my request below?

**Ex. 5 Deliberative Process (DP)**

Thanks,

**Ex. 6 Personal Privacy (PP)**

**Ex. 6 Personal Privacy (PP)**

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**From:** Osterweil, Elyse

**Sent:** Thursday, May 27, 2021 9:24 AM

**To:** Fehrenbacher, Cathy <Fehrenbacher.Cathy@epa.gov>; Le, Madison <Le.Madison@epa.gov>; Siciliano, CarolAnn <Siciliano.CarolAnn@epa.gov>; Hughes, Hayley <hughes.hayley@epa.gov>; Lalla, Sterling <lalla.sterling@epa.gov>

**Cc:** Grifo, Francesca <Grifo.Francesca@epa.gov>; Hawkins, Belinda <Hawkins.Belinda@epa.gov>; Hartman, Mark <Hartman.Mark@epa.gov>; Freedhoff, Michal <Freedhoff.Michal@epa.gov>; Ruk, Lori <Ruk.Lori@epa.gov>; Andrea Medici <andrea@nteu280.org>

**Subject:** Careless errors, inappropriate messages, poor communication, ostracism, and possible Hatch Act violation

Dear All,

I again ask to be removed from the HH NCD Team.

I cannot work under these conditions of being yelled at and repeatedly coerced to remove hazards, then discriminated against for being Asian and having a PhD. It is very unclear to me why you would hire someone like me just to underpay me and bully me into violating TSCA.

What is the status of my 4711 that I filed

Also please let me know how to file an EEOC complaint.

I also just send you another 4711 and SIP Against Jeffrey Dawson (DD of OPP/HED), Shannon Borges (BC of BPPD/RAB), and Bob McNally (OPP

#### **Naming more names**

James Cox and Sailesh Surapureddi are the Part B assessors that I found careless errors in their reports. This was already communicated to Iris Camacho (my Branch Chief) and Louis "Gino" Scarano (Senior Advisor). I did not previously report names to Iris out of fear of being bullied again and just tried to gently correct what issues I knew in an effort to spark "cultural change". Clearly this is not effective and has just caused more bullying and retaliation. I already told Iris in general terms why I felt extremely uncomfortable with calling out my team members on their "mistakes" and that it would cause team disunity. See email thread attached from Thursday, February 04, 2021 11:31 AM. Tala Henry, the OPPT Deputy Office Director, herself had pointed out many times why it was so important ensure our reports looked professional for credibility. But clearly, I made a mistake and should have reported it because now I am being bullied by the same individuals as well as my own supervisor Iris Camacho and being accused of producing work of "poor and unacceptable quality", to which I still have received no adequate answer.




Yesterday, I was asked to leave a meeting by Iris for asking very routine questions about a case, then yelled at my Keith Salazar (Senior Scientist and my assigned "mentor"), then later that day removed from a meeting my Iris for asking why James Cox (HH Assessor) and Jeffery Gallagher (RAB1 Team Lead) were chosen for leading the summer interns over 3 highly qualified Asian PhD toxicologists, including myself. There have also multiple examples of inappropriately deleting hazards for reasons that are not founded in science or agency guidance, including by Tala Henry, Gino Scarano, and Keith Salazar. I am reporting these to the IG as per Agency protocol.


When I personally invited James to the ABT Study Group in/around January 2020 by stopping by his cube, he was appeared very upset and said he was starting his own study group. I had joined only in October of 2019 but had never spoke to James before even though we were at meetings together.

In August 2021, Iris and Gino said I was to work with him jointly on the dermal NAMs project – see email thread attached. Gino said he would have James forward the excel file; James never did this and said he didn't need any help. James also emails me asking to do my work for me, thereby trying to get credit for it at the same time failing to properly "train" me to do the Part Bs, as requested by Iris/Gino. Is this why I am being accused of not doing my own work? In September and October, I asked Iris and Gino repeatedly for extra work and received no full answer. Iris also said to ask KJ and Keith, to which I received no answer. I am not sure how you are expecting us to work as a team if I am also being left off emails and process/SOP updates now?

These are the text messages I received James Cox while he was supposed to be “training” me during the Scoping meetings to do the Part B assessments in January (see below). He never walked me through an assessment even though he said he would. I asked multiple times for an SOP, and he just reforwarded what was already written and not updated.

On March 24<sup>th</sup> 2021, I also relayed to Iris and Gino the

 Reply  Reply All  Forward




Wed 3/24/2021 9:03 AM

Iris Camacho-Ramos

[request]--RE: Part B QA/QC

To Elyse Osterweil; Louis Scarano

 You replied to this message on 3/24/2021 4:41 PM.

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Action Items + Get more apps

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Hi Elyse,

thanks for your email. I agree with you that we need to review documents better. Part of those efforts related to developing documentation/SOPs to help people with their reviews.

Before we can respond, you need to provide more information about this case.

- What is the case #?
- What errors are you pointing out for the case beyond the example provided? Be specific.
- Why do you think they are errors?
- What discussions have you had with HH assessors about these errors for this particular case?
- What are your recommendations for an alternative approach?

Please provide the information to us so we can review your request. The sooner you provided a detailed explanation of the errors the quicker we will review and get back to you and the team.

Thank you.

Iris A. Camacho-Ramos  
OPPT/NCD  
Branch Chief, RAB1

**My corrections are in green and blue**



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